

OHR WORKPLACE POSTERS:

District of Columbia
Family & Medical
Leave Act (DCFMLA)



- : Under the District of Columbia Family and Medical Leave Act (DCFMLA), an employer who employs at least twenty (20) employees within the District of Columbia must provide an eligible employee sixteen (16) workweeks of medical leave AND sixteen (16) workweeks of family leave during a twenty-four (24) month period.
- : An employee may be eligible for DCFMLA if he or she has been employed by the employer for at least one (1) year without a break in service and has worked for at least 1,000 hours during the twelve (12)-month period immediately preceding the requested family or medical leave.
- : The one (1) year of service requirement need not be immediately preceding the request for leave pursuant to the Act.
- : The District of Columbia government is considered a single employer under the Act; therefore, if an employee has worked for a District government agency, he or she may be entitled to DCFMLA leave.
- : Leave under the DCFMLA may be taken in blocks of time, intermittently, and under certain circumstances, at a reduced schedule.
- : The employer must post and maintain a poster in a conspicuous place that sets forth the requirements of the Act.
- : Any employer who willfully fails to post the notice may be ordered to pay a fine not to exceed \$100 for each day the employer fails to post the notice.
- : The employee must file within one (1) year of the occurrence or discovery of the violation of the Act.
- : If the employee feels as if he or she is being wrongfully denied leave or retaliated against under this statute, he or she may contact:

THE DISTRICT OF COLUMBIA OFFICE OF HUMAN RIGHTS

441 4th Street, NW : Suite 570 North : Washington, DC 20001

[202] 727 / 4559 or ohr.dc.gov